

INTISARI

Penelitian ini bertujuan untuk menganalisi pengaruh dimensi komitmen organisasi terhadap kinerja dengan *organizational citizenship behavior* sebagai variabel intervening. Subjek pada penelitian ini adalah siswa putih Persaudaraan Setia Hati Terate Ranting Bantul. Dalam penelitian ini sampel berjumlah 79 responden yang dipilih menggunakan *purposive sampling*. Alat analisis yang digunakan dalam penelitian ini adalah regresi berganda dan *path analysis*.

Berdasarkan penelitian yang telah dilakukan dapat disimpulkan bahwa komitmen afektif berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, komitmen berkelanjutan tidak berpengaruh terhadap *organizational citizenship behavior*, komitmen normatif berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*, *organizational citizenship behavior* berpengaruh positif dan signifikan terhadap kinerja, komitmen afektif berpengaruh positif dan signifikan terhadap kinerja, komitmen berkelanjutan berpengaruh negatif dan signifikan terhadap kinerja, komitmen normatif berpengaruh negatif dan signifikan terhadap kinerja, *organizational citizenship behavior* tidak mengintervensi hubungan antara komitmen afektif dan kinerja, *organizational citizenship behavior* tidak mengintervensi hubungan antara komitmen berkelanjutan dan kinerja, *organizational citizenship behavior* dapat mengintervensi hubungan antara komitmen normatif dan kinerja.

Kata Kunci : Komitmen Afektif, Komitmen Berkelanjutan, Komitmen Normatif,

Organizational Citizenship Behavior dan Kinerja

ABSTRACT

This study aim to analyze the influence of organizational commitment dimensions on job performance with organizational citizenship behavior as intervening variable. The subject in this study was white belt student of Persaudaraan Setia Hati Terate Ranting Bantul. In this study, sample of 79 respondents were selected using purposive sampling. Analysis tools used in this study is multiple regression and path analysis.

Based on analysis that have been made the results are the affective commitment positive and significantly influence organizational citizenship behavior, continuance commitment not influence organizational citizenship behavior, normative commitment positive and significantly influence organizational citizenship behavior, organizational citizenship behavior positive and significantly influence job performance, affective commitment positive and significantly influence job performance, continuance commitment negative and significantly influence job performance, normative commitment negative and significantly influence job performance, organizational citizenship behavior not intervention the relationship between affective commitment and job performance, organizational citizenship behavior behavior not intervention the relationship between continuance commitment and job performance, organizational citizenship behavior can intervention the relationship between normative commitment and job performance.

Keywords : Affective Commitment, Continuance Commitment, Normative Commitment, Organizational Citizenship Behavior, Job Performance